

# **The State of Mentoring in Michigan**

***Report on the  
Mentor Michigan Census:  
Wave I, Fall 2004***

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# Organization of This Presentation



## **I. Background and Introduction**

- Objectives**
- Defining Mentoring**
- Conceptual Overview...Mentoring Funnel**
- Methods Used to Conduct the Mentor Michigan Census**



# Organization of This Presentation (Cont'd)



## **II. Key Findings**

- Overview of Key Funnel Measures**
- Mentee and Mentor Demographics**
- Organizational Profile**
- Michigan's Mentoring Gap**

## **III: Strategic Challenges**

- Q&A and Discussion**

# Mentor Michigan Census Objectives



- **1. Identify, count, describe and track**
  - Mentoring organizations
  - Mentoring programs
  - Matches, Mentors and Mentees
- **2. Understand program components, processes, resources and needs**
- **3. Encourage and support program evaluation**



# Defining Mentoring



***Mentoring is a structured and trusting relationship that brings young people together with caring individuals who offer guidance, support and encouragement aimed at developing the competence and character of the mentee.***

***(National Mentoring Partnership)***

# Defining Mentoring



**Responsible mentoring can take many forms:**

- ✓ ***Traditional mentoring***  
*(one adult to one young person)*
- ✓ ***Group mentoring***  
*(one adult to up to four young people)*
- ✓ ***Team mentoring***  
*(several adults working with small groups of young people, in which the adult to youth ratio is not greater than 1:4)*
- ✓ ***Peer mentoring*** *(caring youth mentoring other youth)*
- ✓ ***E-mentoring*** *(mentoring via e-mail and the internet)*



# The Mentoring Funnel



# The Mentoring Funnel

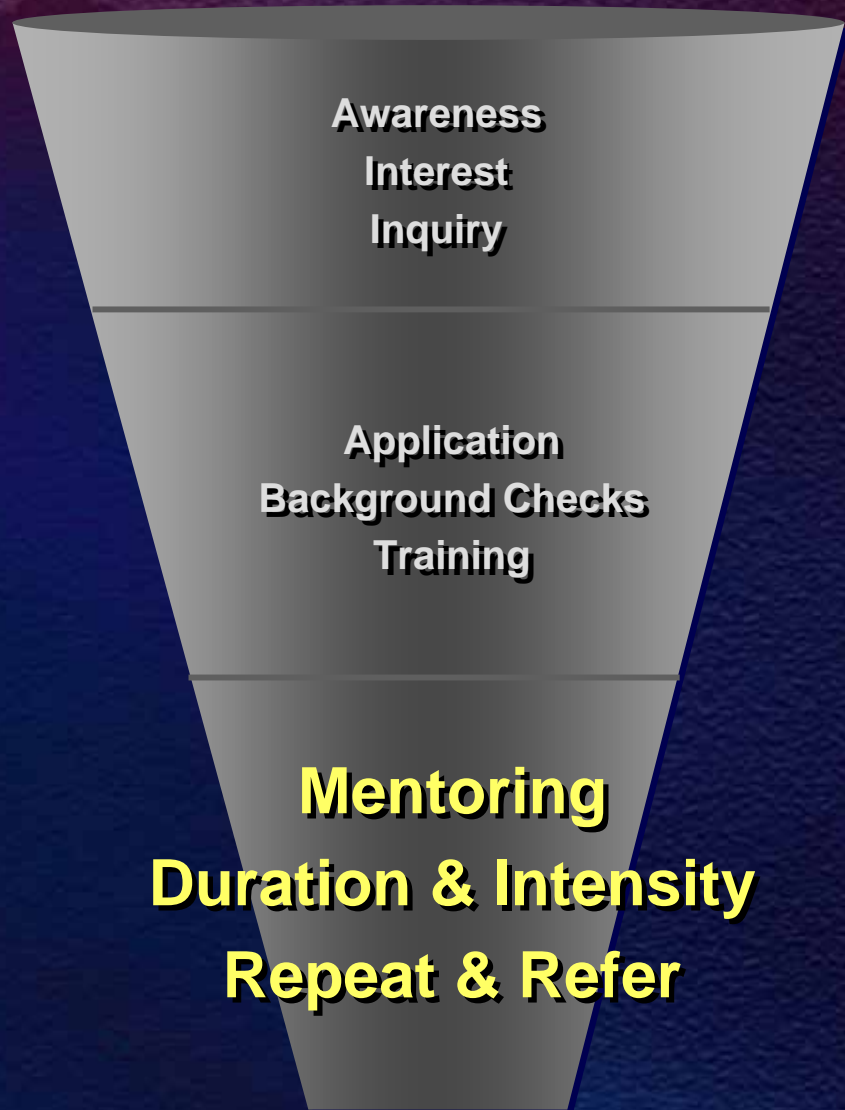




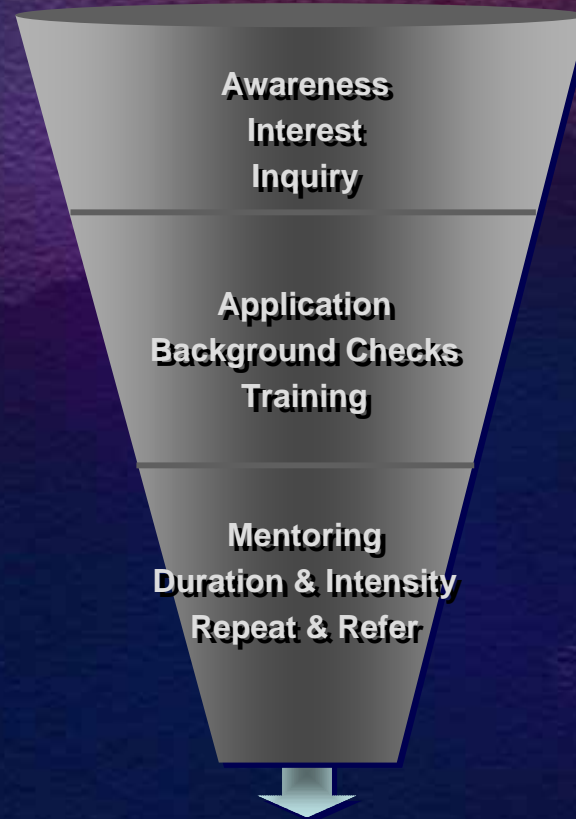
# The Mentoring Funnel



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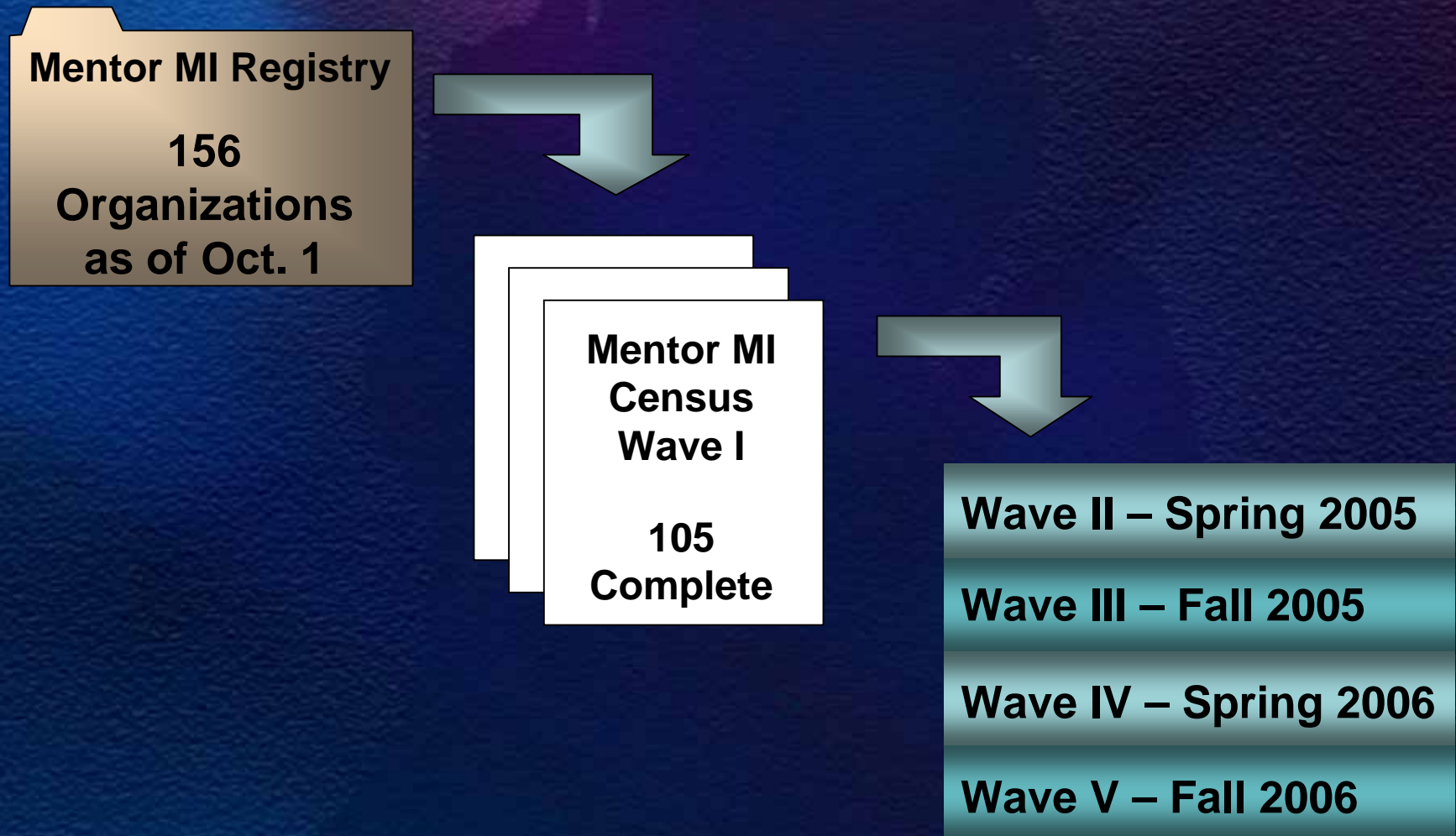




## **Outcomes for...**

**Children ● Adults ● Mentoring Organizations ● Communities ● State of MI**

# Method





# Special Thanks



- **BBBS of the Lakeshore**
- **BBBS of Clinton and Ionia Counties**
- **EightCap, Inc. Foster Grandparent Program**
- **Muskegon River Valley BBBS**
- **BBBS of Gratiot and Montcalm Counties**
- **Child and Family Services of Western MI**
- **Central Michigan University**
- **Winn Area Activity Center**
- **Women in Community Service**
- **YMCA of Greater Grand Rapids**

# Method



- On-line survey
- Data collected between September 9 and September 29, 2004
- Data collected at both organizational and program levels
- Mentoring organization representatives involved in design and pre-test
- Special focus in Wave I on mentoring organizations



# Context and Comparison



**Three key sources of *roughly* comparable data:**

**National Mentoring Partnership online  
survey of Michigan Organizations (2003)**

**National Mentoring Partnership  
National Prevalence Study (2002)**

**National Mentoring Partnership  
National Prevalence Study (2000)**

# Overview of Findings

## Key Funnel Measures



# How Many Inquiries? Applications?



**5,823:** New inquiries in 2004

**3,976:** New written applications  
received from potential  
mentors

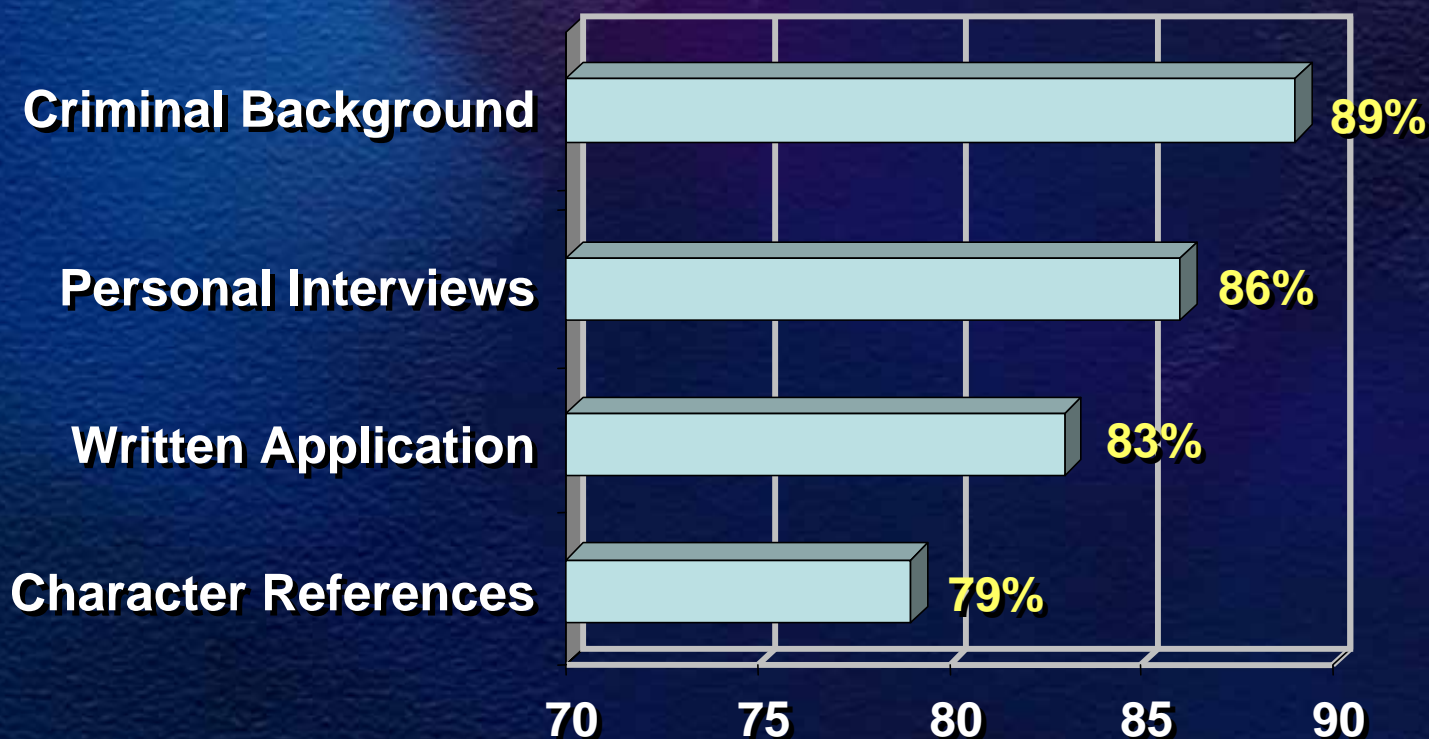
**2,017:** Mentors on waiting lists

**2,345:** Children on waiting lists



*2003 NMP survey showed 475 mentors  
and 2661 children and on waiting lists*

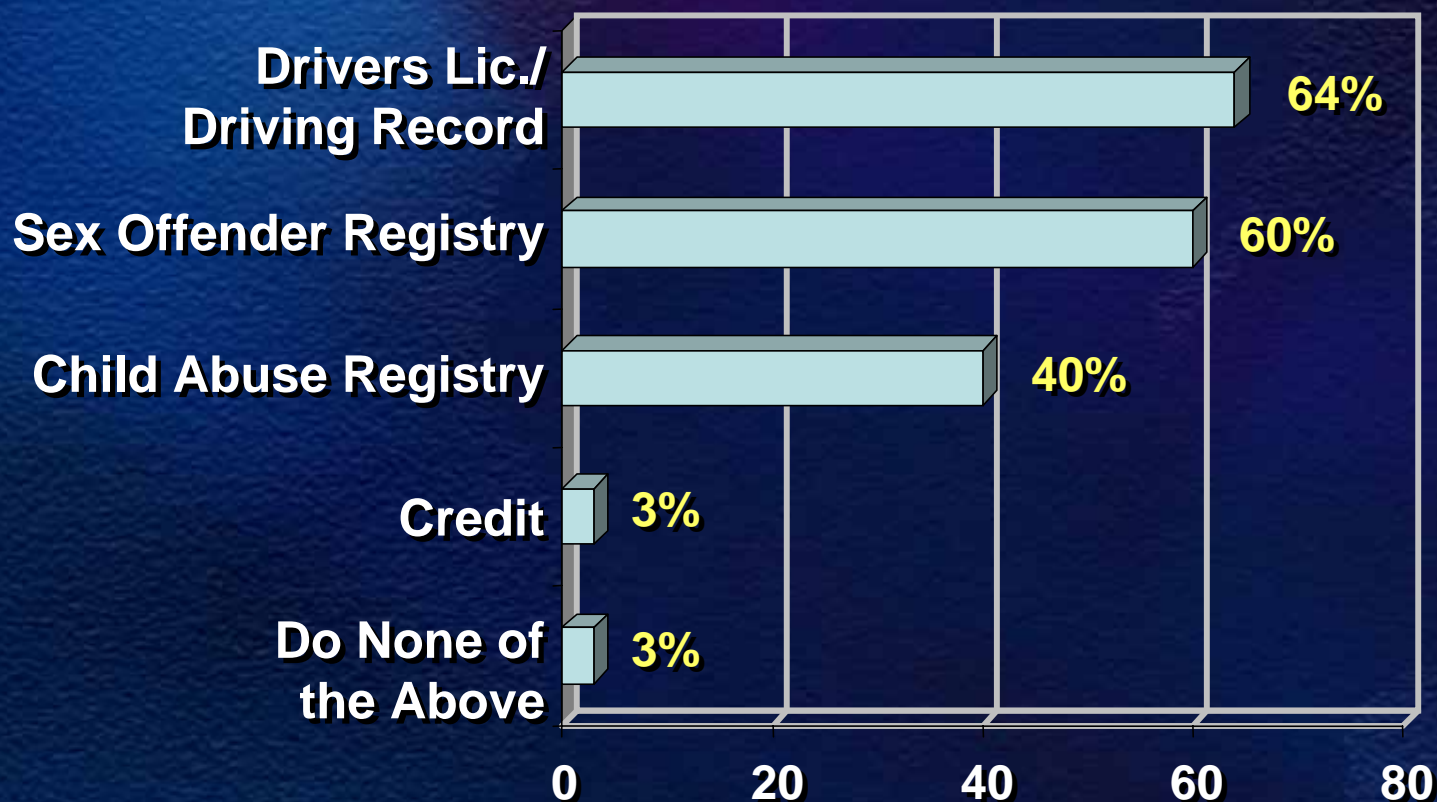
# Mentor Background Checks?



**Background checks up from 61% in 2003 survey, comparable to national norms**



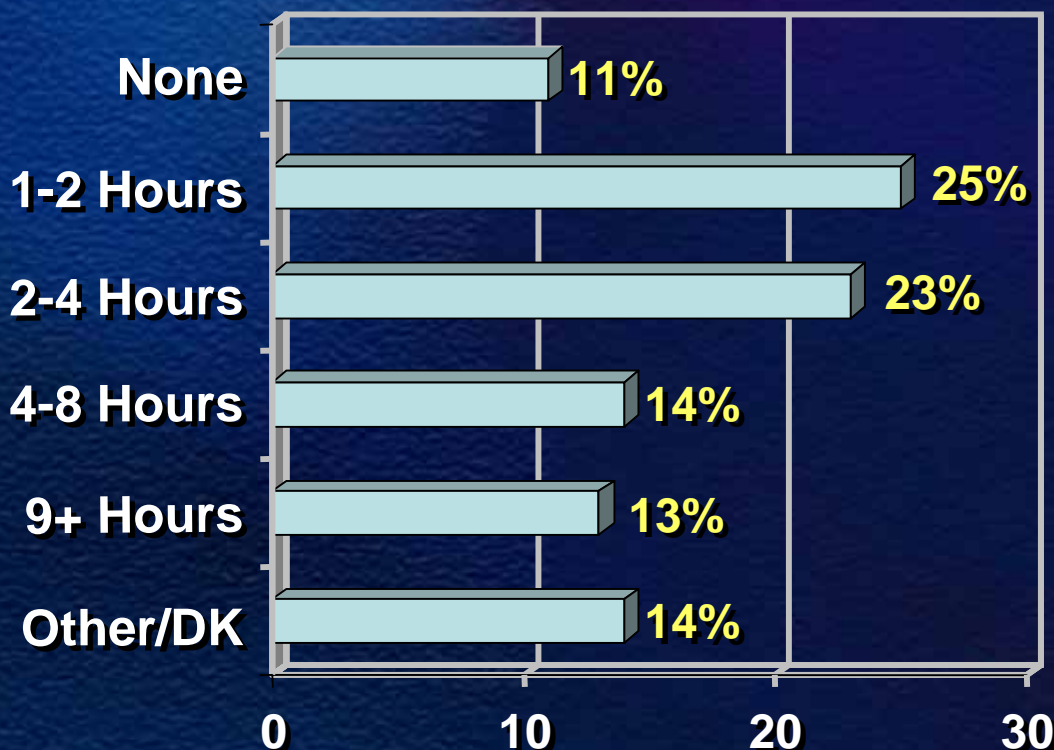
# Mentor Background Checks?



# Mentor Training Required



## *Percent of Organizations Requiring...*



**Only 75% require training, but up from 59% in 2003**



# How Many Children Served? How Many Mentors?



**16,574:** Young people mentored in 2004

**9,108:** Active mentors

**22,500:** Estimated active mentor/mentee relationships in MI as of fall 2004



This compares to 17,710 young people mentored as counted in 2003 online survey and 3,711 from 2000 NMP prevalence study

# More or Less Mentoring?



**45:** Organizations reporting an increase in matches in 2004

**14:** Organizations reporting a decrease in matches in 2004

**2,195:** increase in new matches in 2004

- **848:** decrease in matches in 2004

**1,347:** net increase in matches in 2004



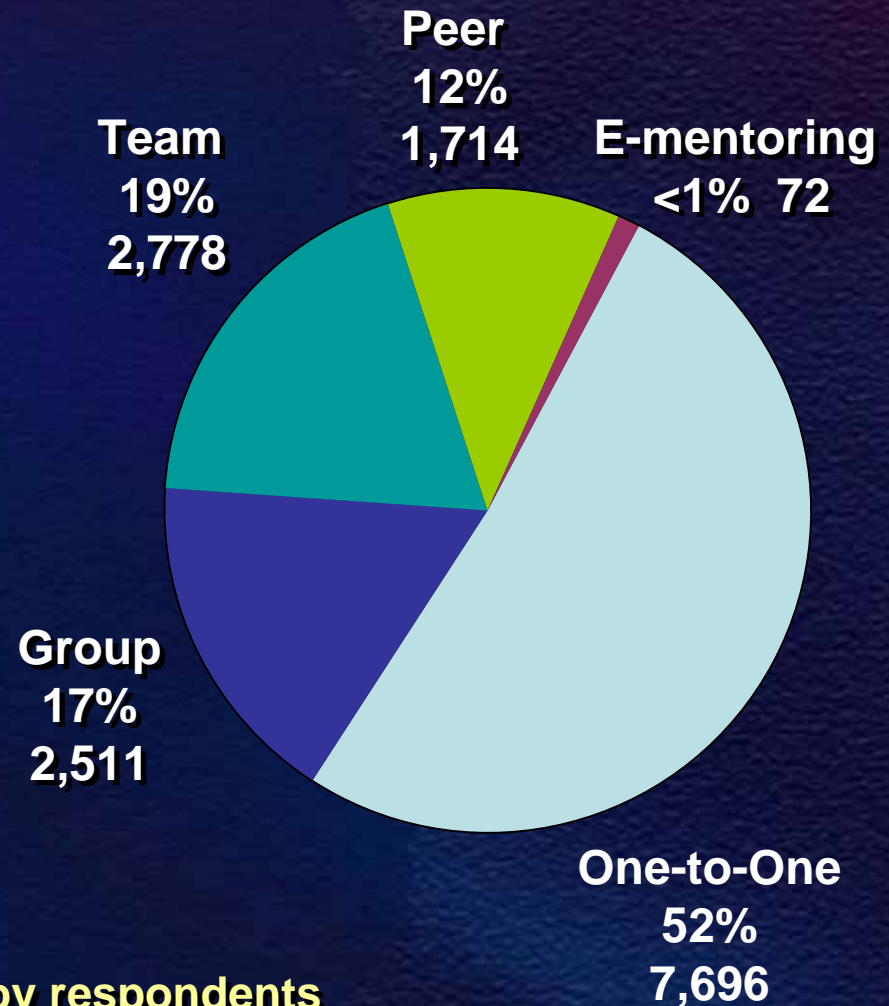


# Number/Percent of Children Served by Mentoring Type\*



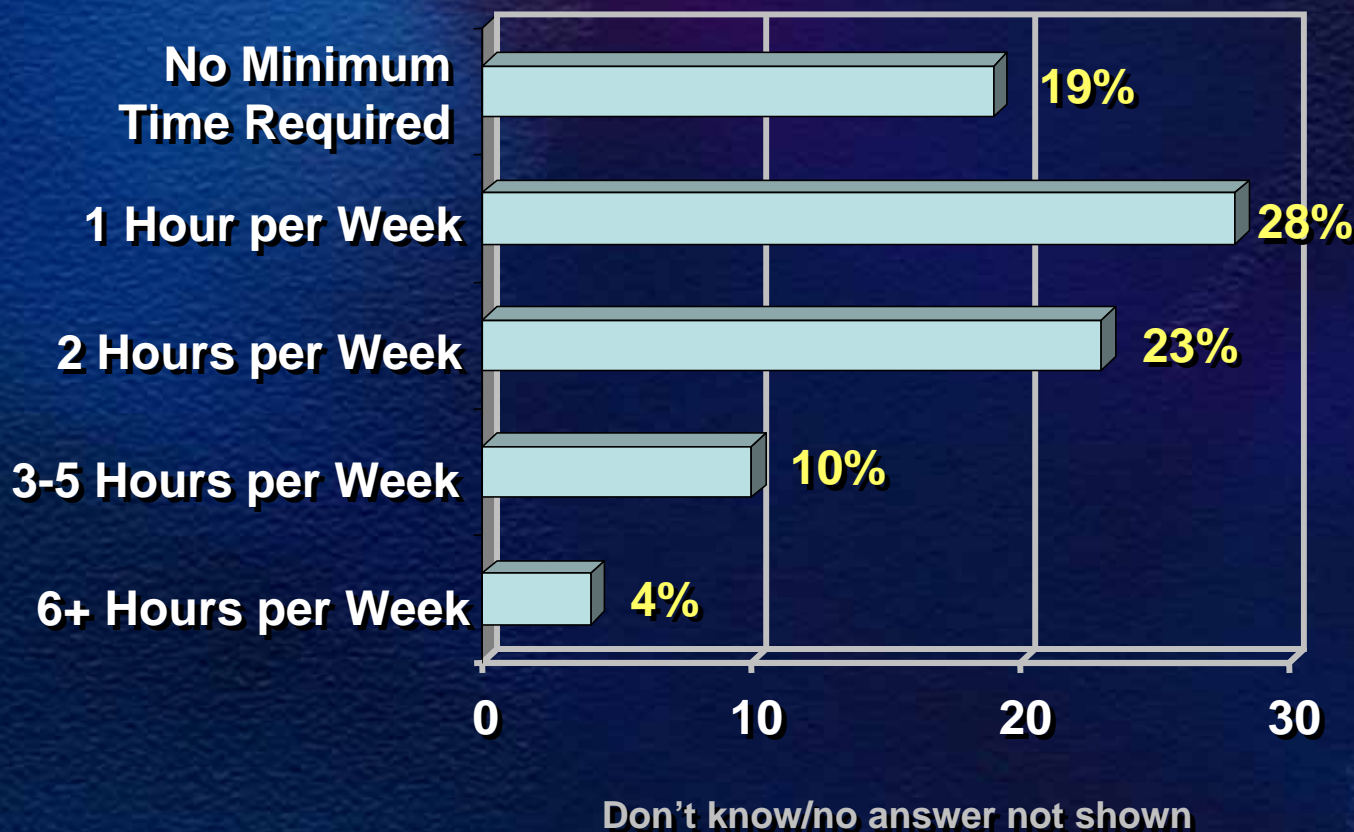
- One to one mentoring is most common and accounts for more than half of all active matches

**Proportion of one-to-one mentoring is down from 2003 and below national norms**



\* 1,803 matches not categorized by respondents

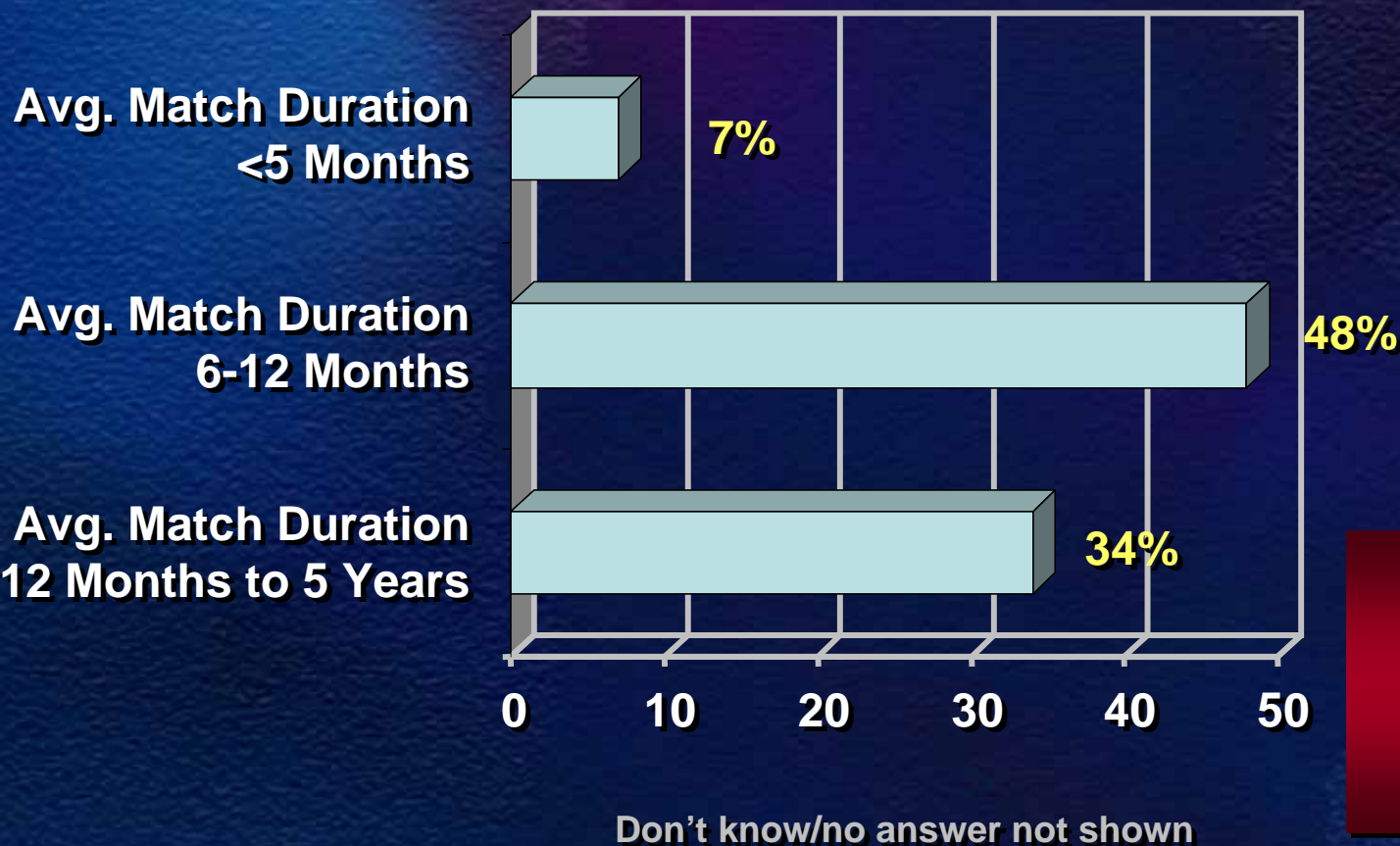
# Reported Minimum Weekly Mentoring Intensity



**Intensity has  
increased slightly  
since 2003**



# Reported Average Match Duration

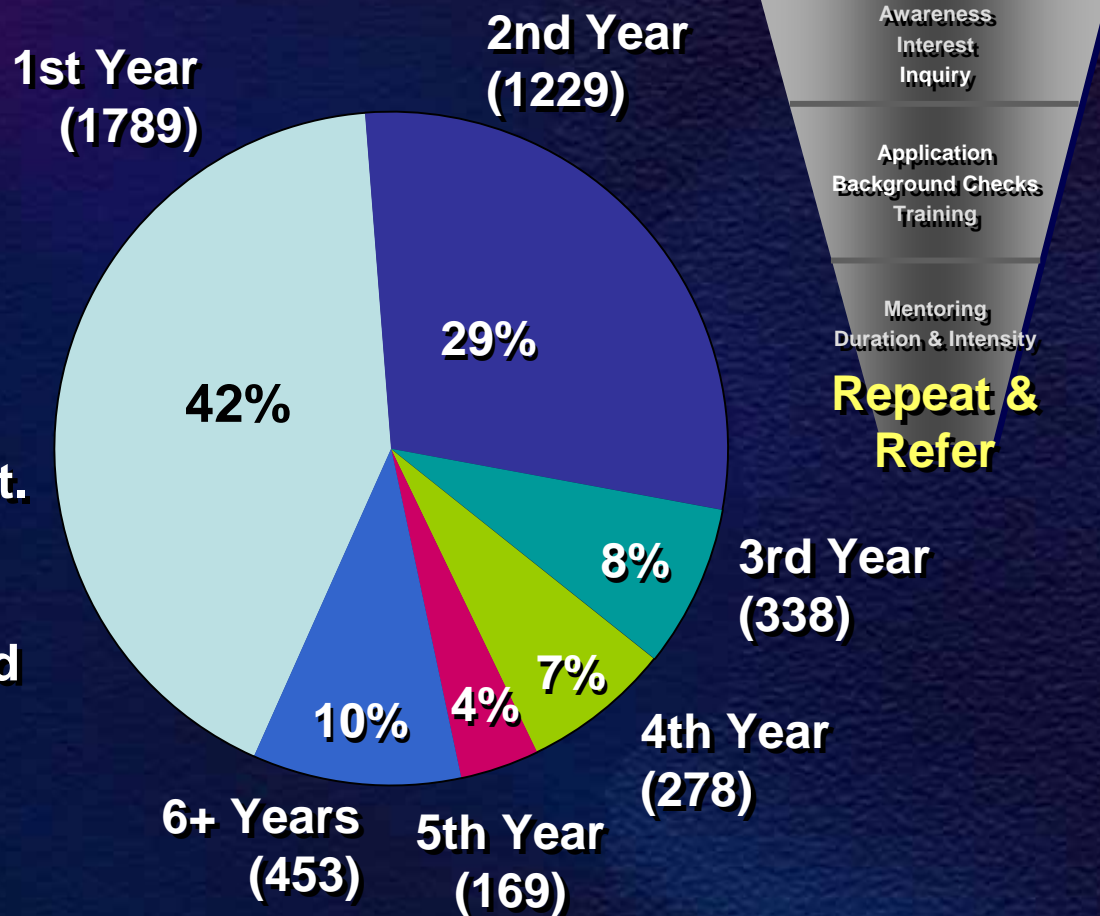


Match duration has increased since 2003 and is well above national norms

# Mentor Tenure



- Only 57% of organizations track tenure of mentors
- Referral from existing mentors is most effective recruitment approach: 44% of organizations indicate referrals work best. A distant second is college-based recruitment (11%) and third, faith-based recruitment (9%).

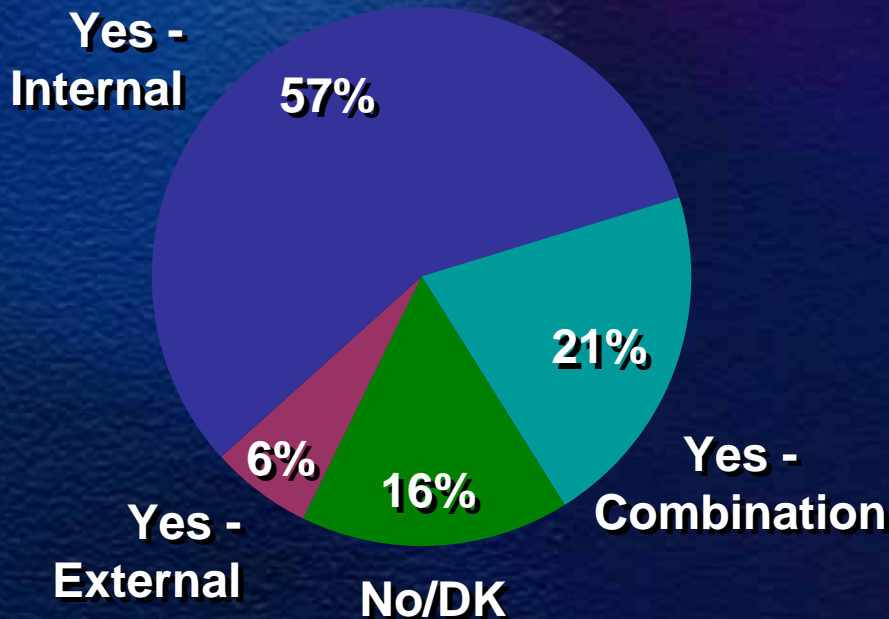




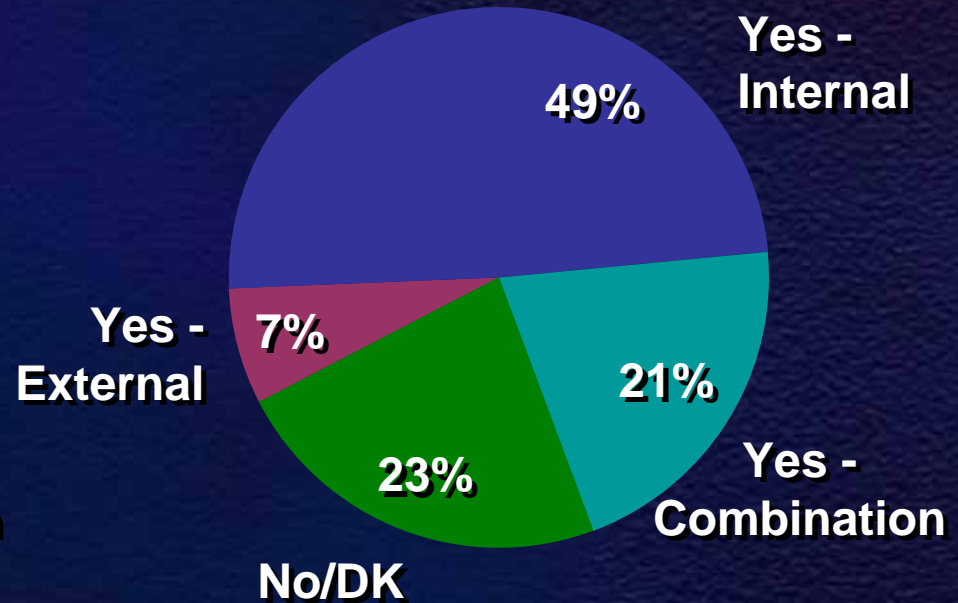
# Evaluation



## Process



## Outcome



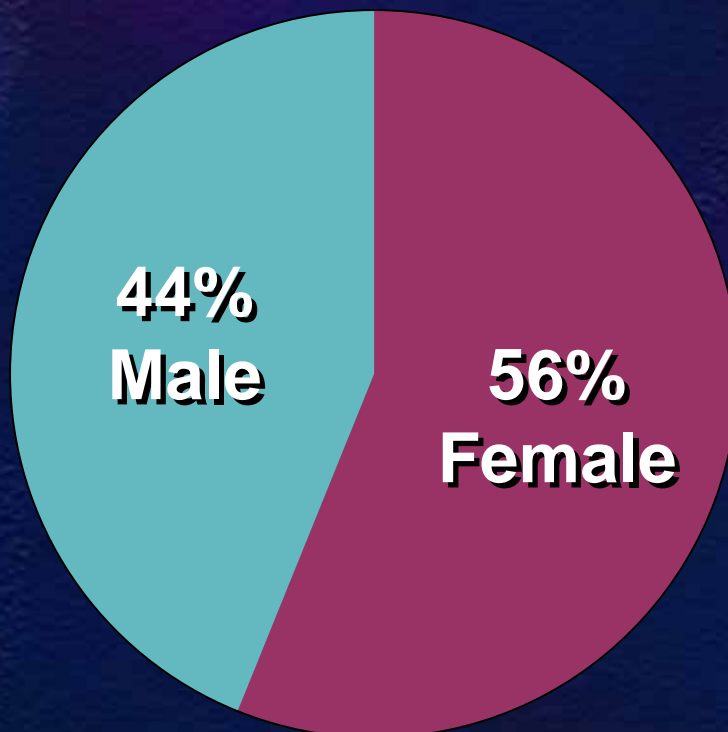
**Reported evaluation is up significantly from 2003 and comparable to national norms**

# Mentee and Mentor Demographics



# Mentee Profile

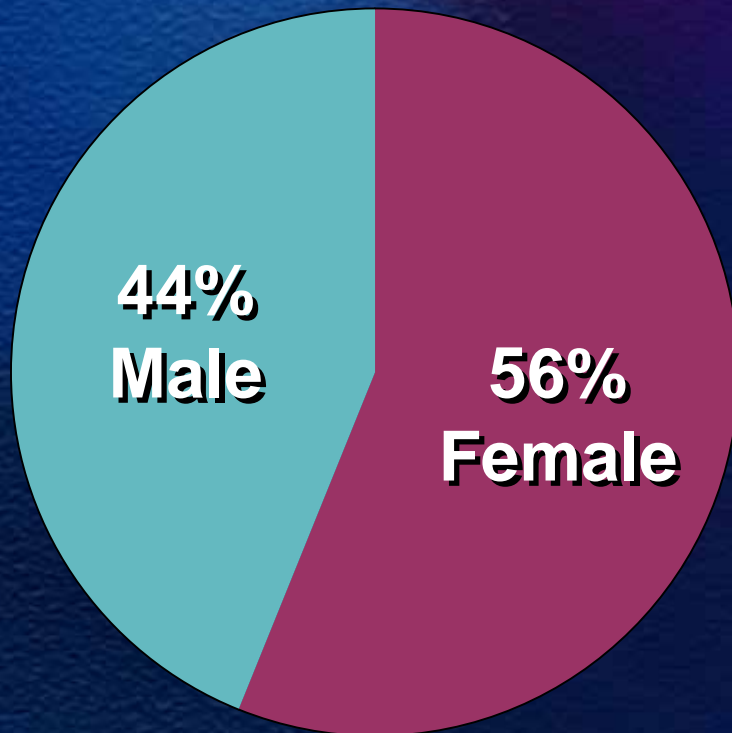
## Mentee Gender



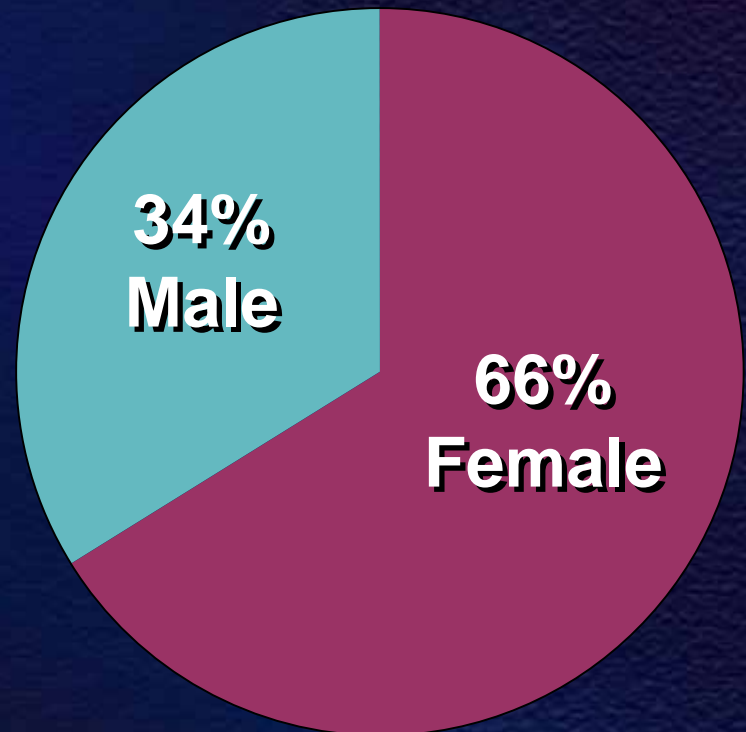
# Gender of Mentees and Mentors



## Mentee Gender



## Mentor Gender

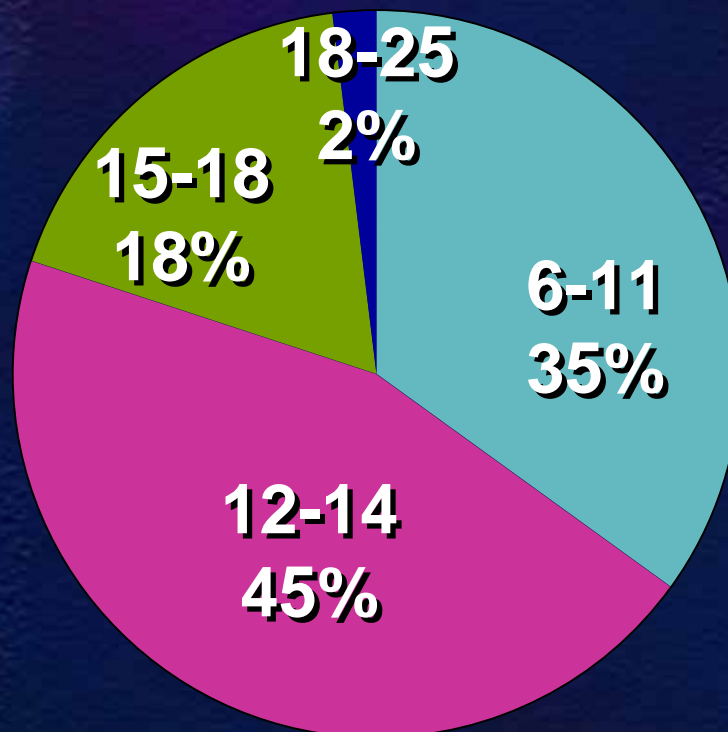




# Mentee Profile



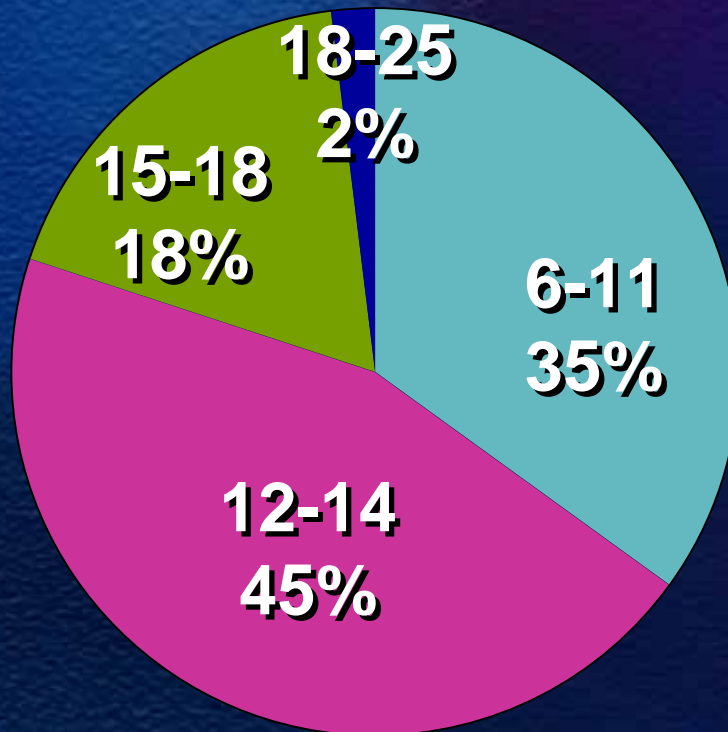
## Mentee Age



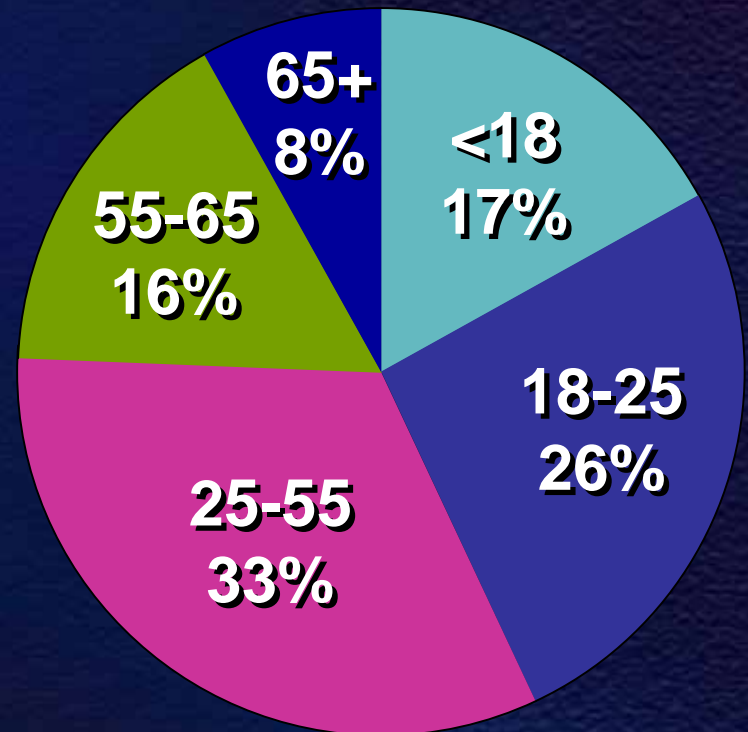
# Age of Mentees and Mentors



## Mentee Age



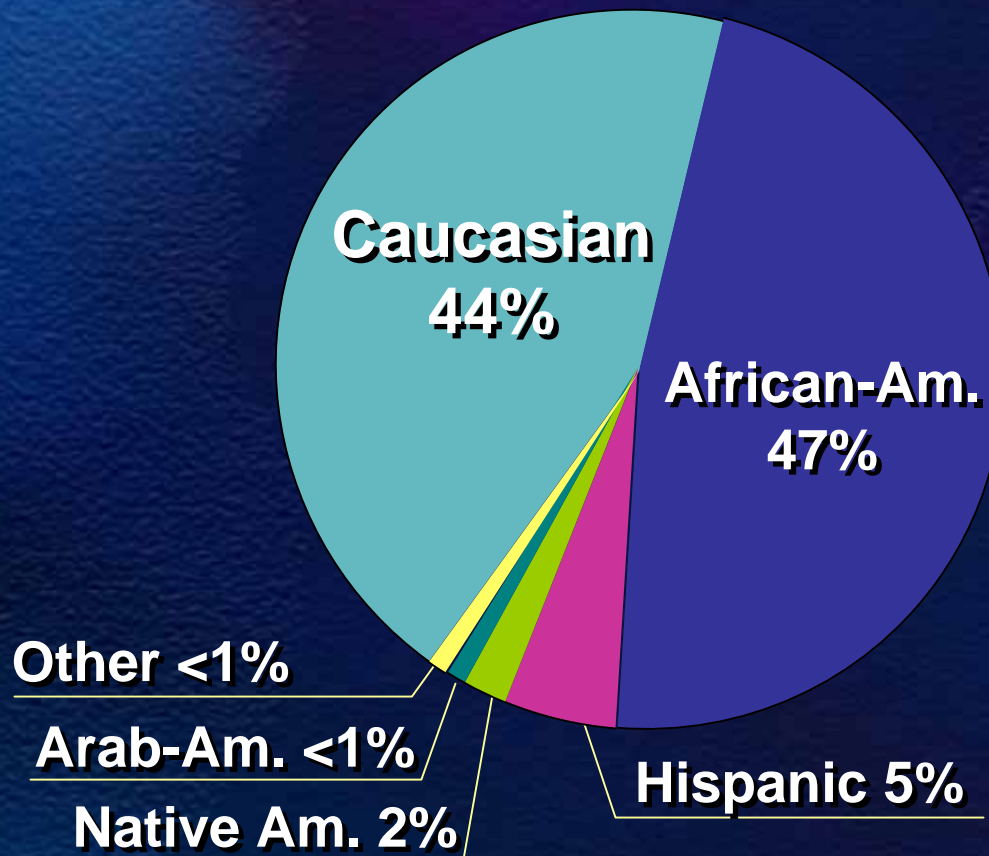
## Mentor Age





# Mentee Profile

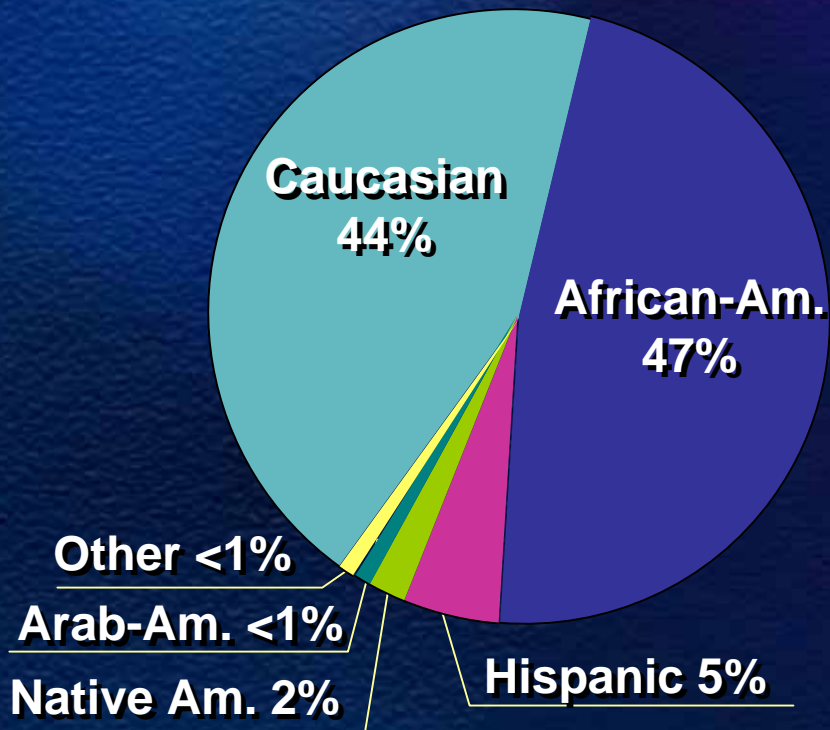
## Mentee Race/Ethnicity



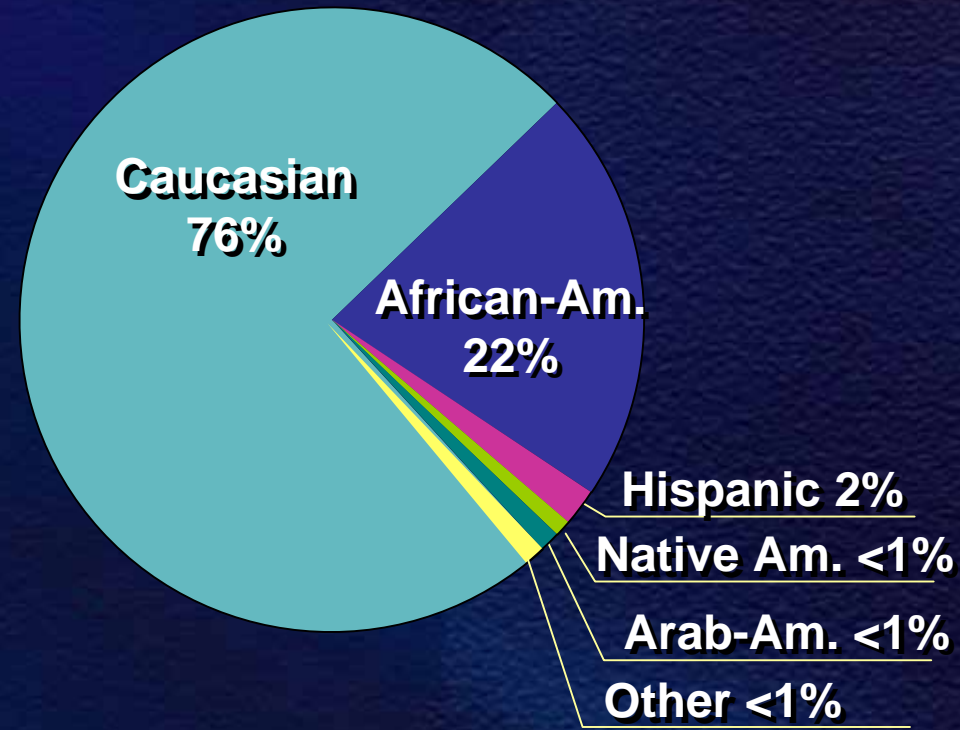
# Race of Mentees and Mentors



## Mentee Race/Ethnicity



## Mentor Race/Ethnicity





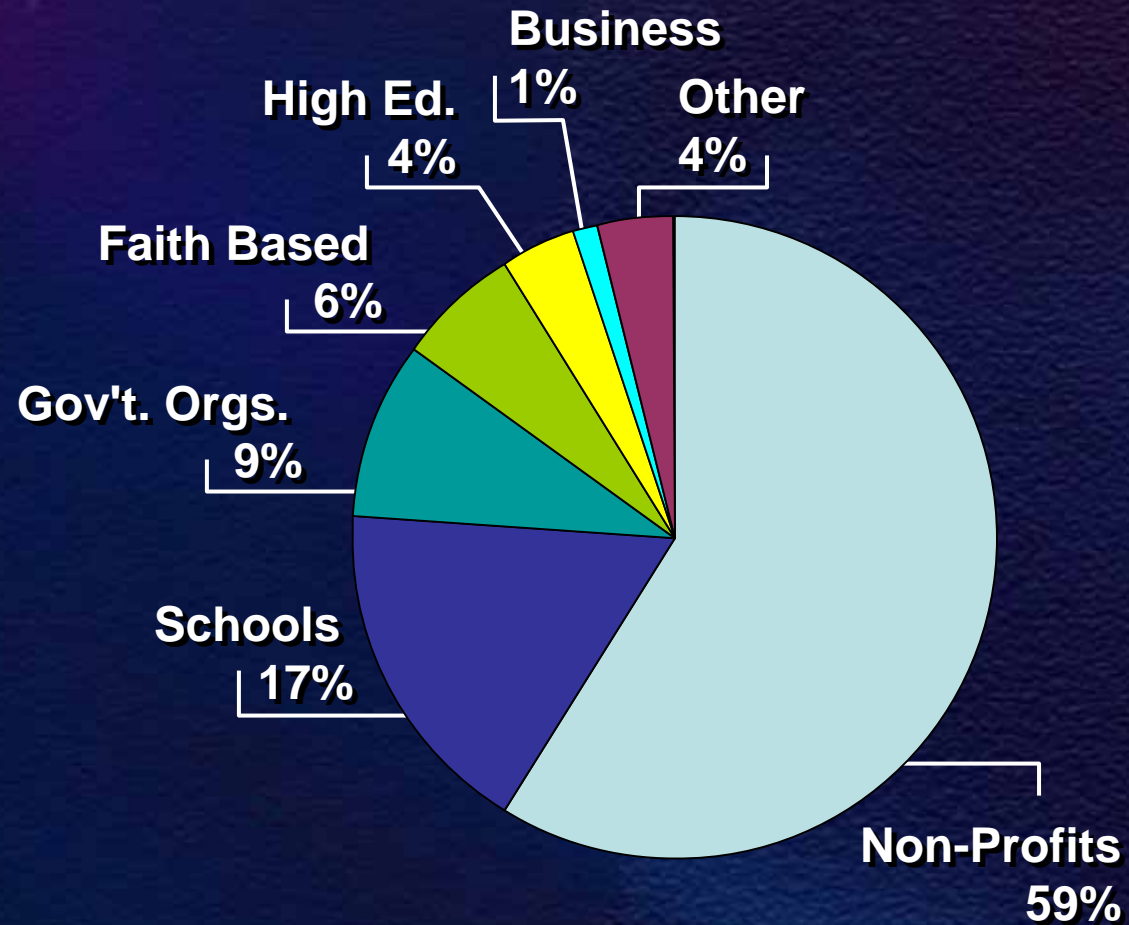
# Organizational Profile

# Mentoring Organizational Profile



- **Non-profit organizations account for most mentoring organizations**

**Distribution  
is similar to  
national**

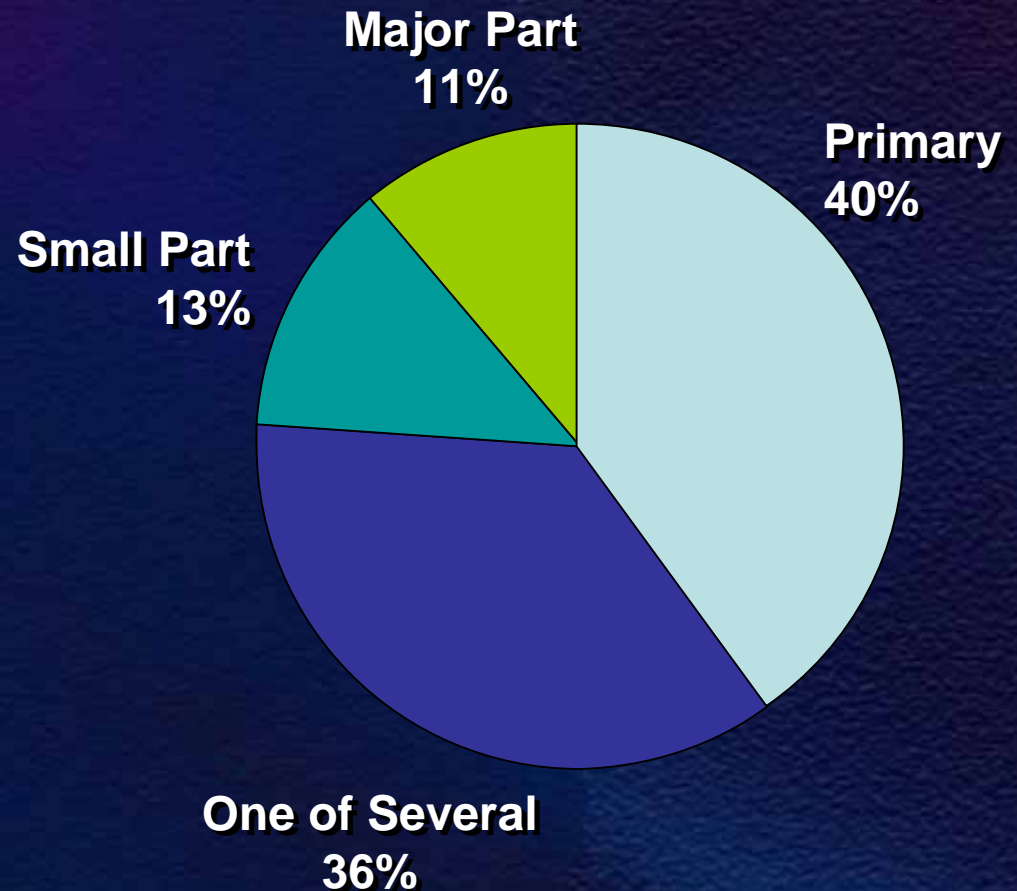




# Role of Mentoring Within Organizations



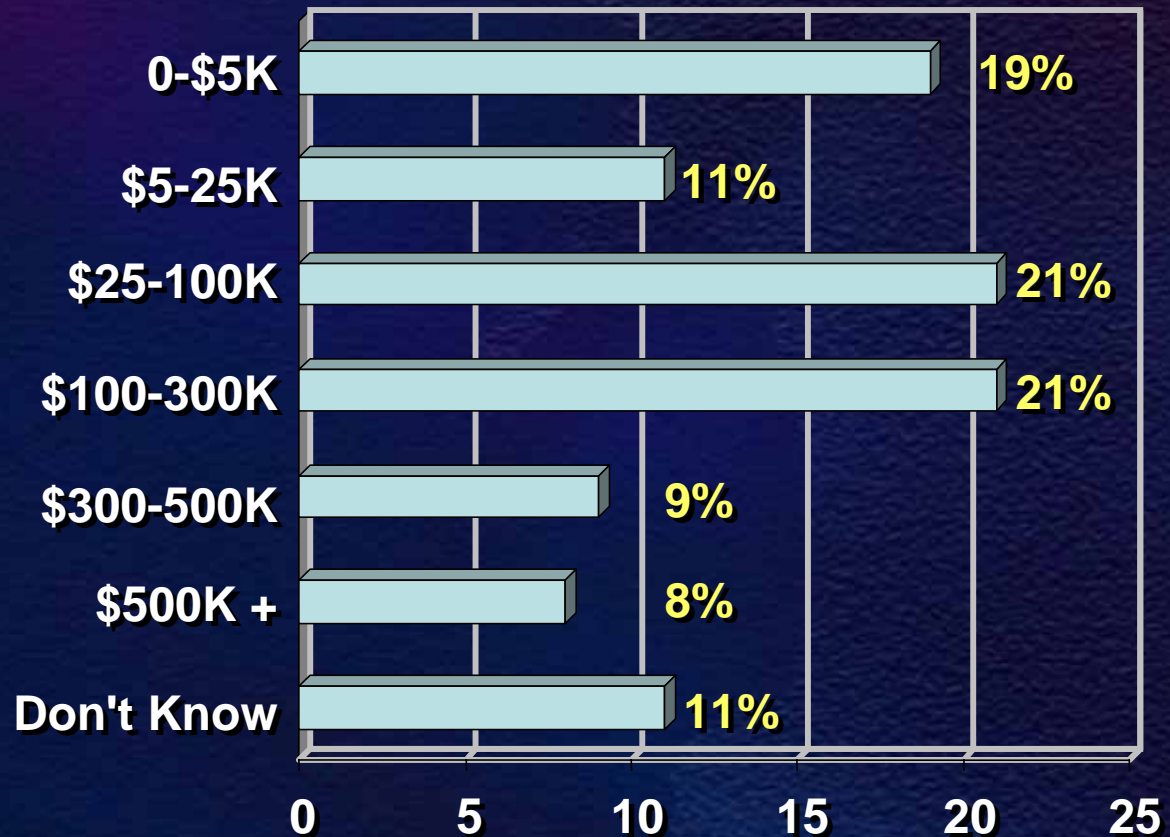
- About half of the organizations see mentoring as their primary or a major part of their purpose



# Budgets of Mentoring Organizations



- Three of ten programs operate with less than \$25K annually
- 17% operate with more than \$300K annually

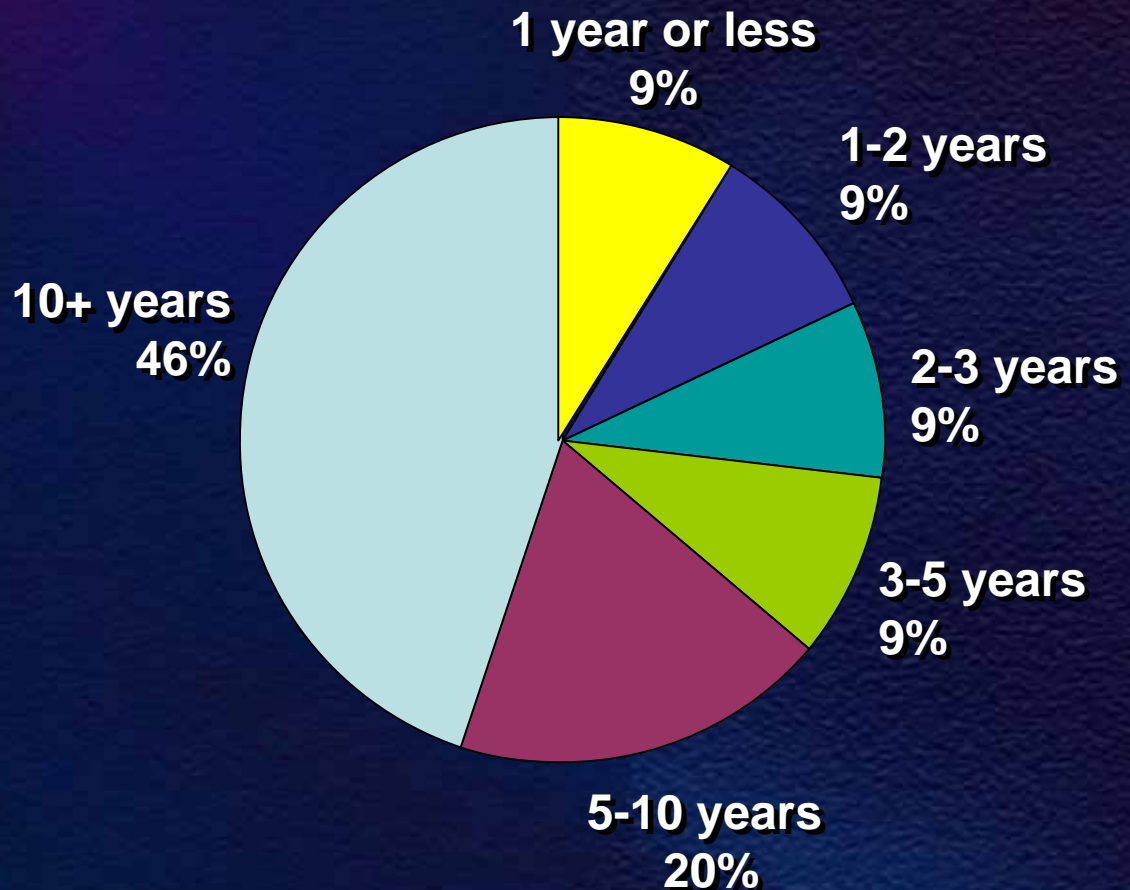




# Organizational Experience With Mentoring Programs



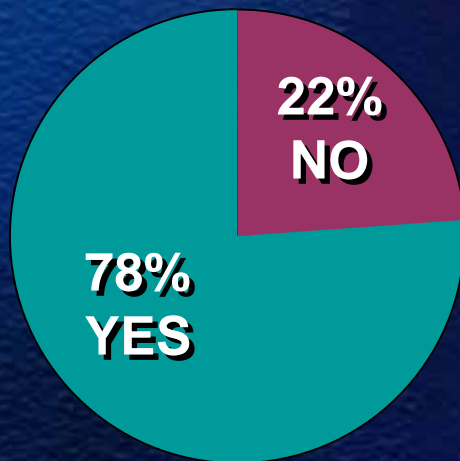
- Nearly half of the organizations have more than 10 years experience
- Fewer than one in ten is in its first year of operations



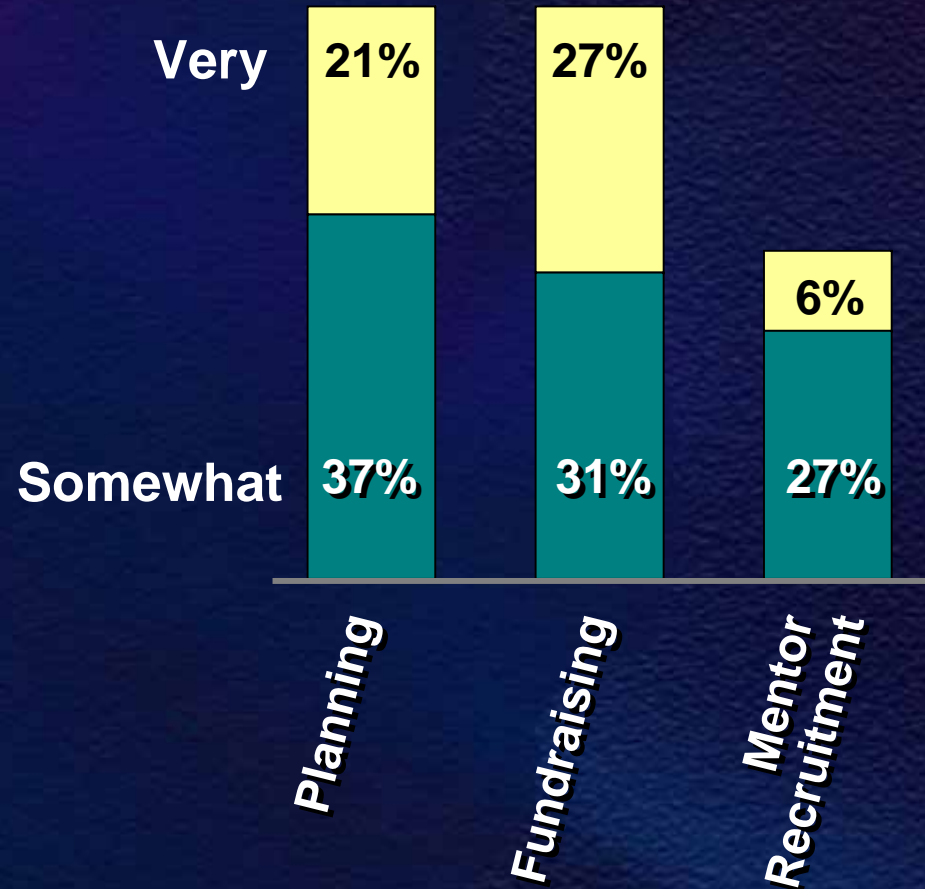
# Board Roles and Degree of Involvement



## Board of Directors



## Board Involvement

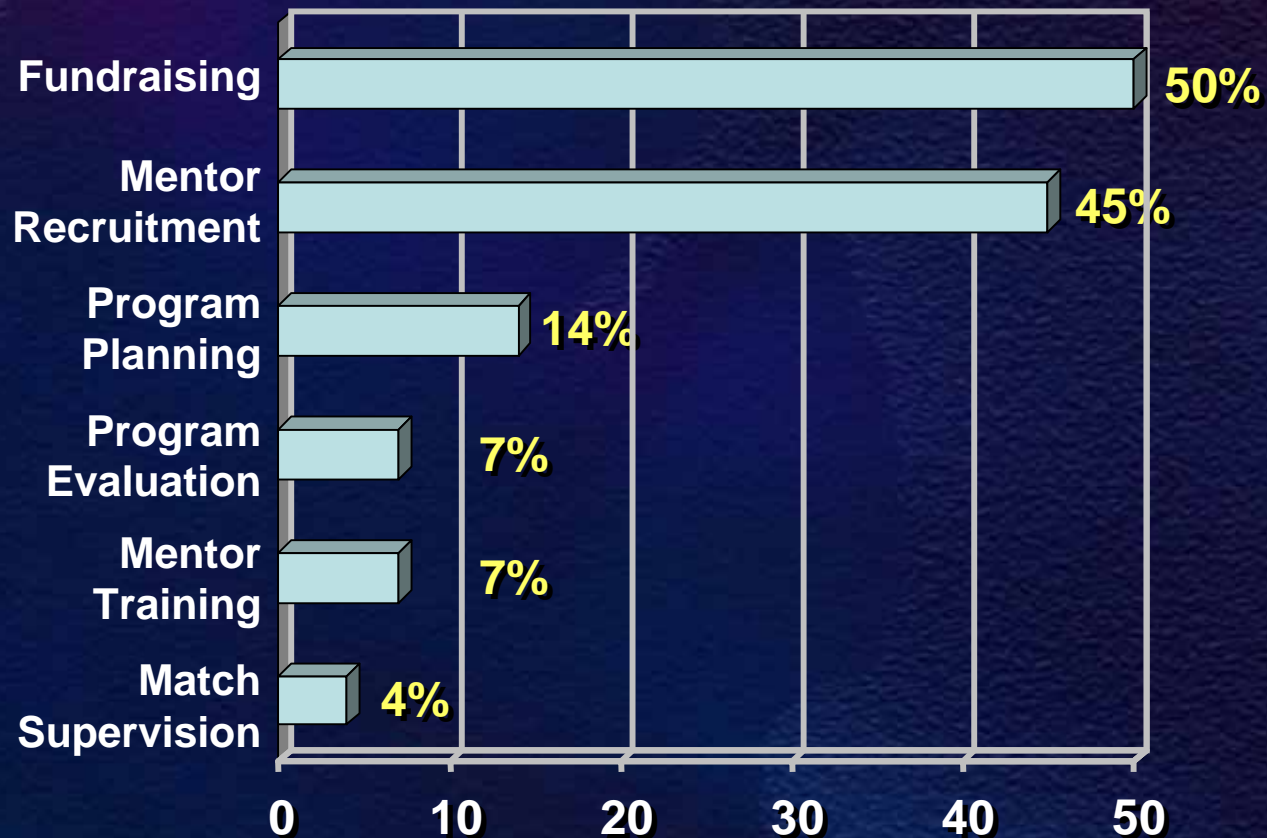




# Organizational Needs from Board



- Boards are actively involved in fundraising, but programs want more board help with mentor recruitment



# Michigan's Mentoring Gap

Michigan Population: 10,050,446\*

## Potential Mentors

Adults 22+: 6,913,793



**22,500 Estimated Matches**

\* U.S. Census Bureau population estimate, 2002



# Michigan's Mentoring Gap

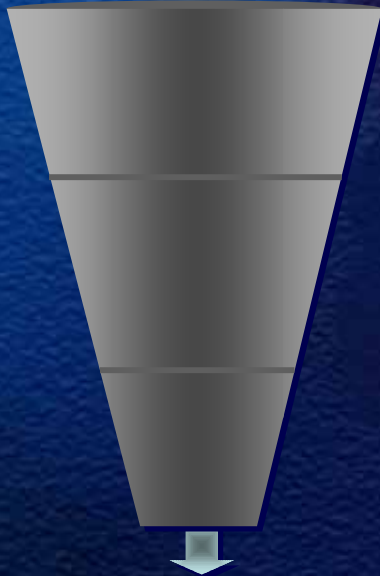
Michigan Population: 10,050,446\*



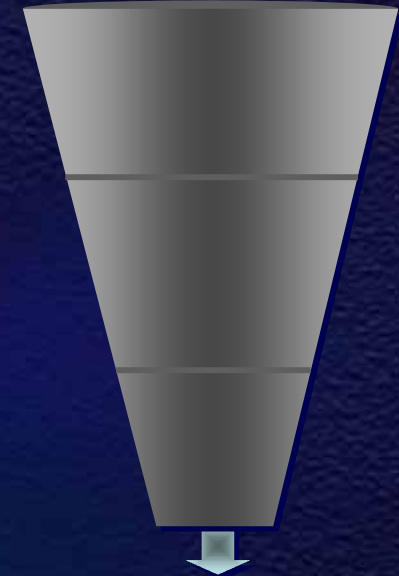
# Michigan's Mentoring Gap

Michigan Population: 10,050,446\*

**Potential Mentees**



**Potential Mentors**



**GAP:**

**580,024 children who  
are good candidates  
for mentoring and are  
not currently matched**





# Strategic Challenges

**Q & A**

**Discussion**